

Message Text

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E.O. 11652: N/A

TAGS: AORG, UN

SUBJ: UN FIFTH COMMITTEE: GENEVA G-LEVEL SALARIES

REF: USUN 4906

1. PORTION OF WALDHEIM'S ORAL STATEMENT BEFORE THE FIFTH COMMITTEE NOVEMBER 22 RELATING TO HIS INTENTIONS OF IMPLEMENTING THE ICSC RECOMMENDATIONS ON GENEVA G-LEVEL SALARIES HAS NOW BEEN CIRCULATED AND READS AS FOLLOWS:

QTE: THE EXECUTIVE HEADS AND I REGRET THAT WE HAVE NOT BEEN ABLE TO REACH AGREEMENT WITH THE STAFF REPRESENTATIVES ON A COMMON POSITION TO BE TAKEN. WE REGRET EVEN MORE THAT WE HAVE NOT HAD THE BENEFIT OF STAFF PARTICIPATION IN CONSIDERING HOW BEST TO IMPLEMENT THE RECOMMENDATIONS OF THE COMMISSION. DESPITE THIS, AFTER MOST CAREFUL CONSIDERATION OF THE IMPLICATIONS OF OUR DECISION AND THE CONSEQUENCES WHICH MIGHT FLOW FROM IT, WE HAVE REACHED BASIC AGREEMENT ON THE TRANSITIONAL ARRANGEMENTS REQUIRED IN ORDER TO IMPLEMENT IN ORDERLY FASHION THE COMMISSION'S RECOMMENDATIONS.

BEFORE EXPLAINING THESE IN DETAIL I HAVE BEEN ASKED TO STATE THAT SOME OF THE GENEVA-BASED EXECUTIVE HEADS CONSIDER THAT CONSTITUTINAL AND OTHER REQUIREMENS OF UNCLASSIFIED

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THEIR RESPECTIVE AGENCIES HAVE A BEARING ON THE WAY IN WHICH THE TRANSITIONAL ARRANGEMENTS WOULD BE WORKED OUT IN THEIR PARTICULAR AGENCIES TO GIVE EFFECT TO THE COMMISSION'S RECOMMENDATIONS. SUBJECT TO THIS RESERVATION, THE EXECUTIVE HEADS AND I HAVE AGREED ON THE FOLLOWING IMPLEMENTATION PROCEDURES:

1. AS FROM 1 JANUARY 1978, ALL STAFF WILL BE PLACED ON THE

NEW SCALE, RECOMMENDED BY THE COMMISSION, WITH EXISTING STAFF BEING PLACED AT THE GRADE AND STEP ATTAINED AS OF THAT DATE.

2. FULL PROTECTION WILL BE GIVEN TO ALL EXISTING STAFF WITH RESPECT TO ATTAINED LEVELS OF NET REMUNERATION THROUGH THE PROVISION OF A PERSONAL TRANSITIONAL ALLOWANCE WHICH WOULD ALSO HAVE THE EFFECT, UNDER THE EXISTING STAFF ASSESSMENT RATES, OF SAFEGUARDING THE ATTAINED LEVELS OF PENSIONABLE REMUNERATION OF THESE STAFF. THE ALLOWANCE PAYABLE IN EACH INDIVIDUAL CASE WILL BE THE EXACT DIFFERENCE IN SWISS FRANCS BETWEEN THE AMOUNT THAT WOULD HAVE BEEN PAYABLE ON 1 JANUARY 1978 TO THE INDIVIDUAL CONCERNED UNDER THE EXISTING SCALE, AND THE AMOUNT PAYABLE FROM THE SAME DATE UNDER THE NEW SCALE.

3. ALL STAFF MEMBERS, ONCE PLACED ON THE NEW SCALE, WILL BE ELIGIBLE TO RECEIVE ANNUAL STEP INCREMENTS (UNLESS THEY ARE ALREADY AT THE MAXIMUM OF THEIR PARTICULAR GRADE) AND ALSO ANY INCREASED AMOUNTS PAYABLE AS A RESULT OF PROMOTIONS TAKING EFFECT SUBSEQUENT TO 31 DECEMBER 1977. STEP INCREMENTS AND INCREASES RESULTING FROM PROMOTION WILL BE BASED ON THE NEW SCALE. THE AMOUNT OF THE TRANSITIONAL ALLOWANCE PAYABLE WILL NOT BE AFFECTED BY SUCH PAYMENTS.

4. ALL STAFF MEMBERS, ONCE PLACED ON THE NEW SCALE. WHILE RECEIVING ANY INCREASE RESULTING FROM COST-OF-LIVING ADJUSTMENT, WILL BE SUBJECT TO A CORRESPONDING UNCLASSIFIED

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REDUCTION IN THE AMOUNT OF THE PERSONAL TRANSITIONAL ALLOWANCE WHICH I HAVE MENTIONED UNDER ITEM 2. THE AMOUNT OF THE REDUCTION IN EACH INDIVIDUAL CASE WILL BE THE EXACT AMOUNT OF SWISS FRANCS BY WHICH THE NEXT SALARY FOR THE GRADE AND STEP CONCERNED HAS BEEN INCREASED.

5. THE FOREGOING ARRANGEMENTS WILL REMAIN IN EFFECT FOR A LIMITED PERIOD OF TIME AND WILL BE SUBJECT TO REVIEW BY THE EXECUTIVE HEADS CONCERNED FOLLOWING THE RECEIPT OF THE NEXT REPORT OF THE INTERNATIONAL CIVIL SERVICE COMMISSION ON GENERAL SERVICE SALARIES IN GENEVA.

IN THIS REGARD, THE CHAIRMAN OF THE COMMISSION, FOLLOWING THE REQUEST OF THE EXECUTIVE HEADS THAT THE DATE OF THE NEXT SURVEY BE ADVANCED, HAS AGREED TO REVISE THE TIMETABLE SET OUT IN ITS REPORT, AND TO INITIATE A NEW SURVEY IN THE LATE MONTHS OF 1979 WITH THE EXPECTATION THAT IT WILL BE READY FOR PRESENTATION TO THE EXECUTIVE HEADS IN THE COURSE OF THE YEAR 1980. UNQTE.
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